

# **Milper Message Number**

**10-082**

**Proponent**

**AHRC-OPL-R**

**Title**

**FY 2010 VOLUNTARY TRANSFER INCENTIVE PROGRAM (VTIP)**

**...Issued: [17 Mar 10]...**

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**1. REFERENCES:**

- A. AR 350-100 OFFICER ACTIVE DUTY SERVICE OBLIGATIONS, 8 AUGUST 2007
- B. AR 614-100 OFFICER ASSIGNMENT POLICIES, DETAILS AND TRANSFERS
- C. DA PAM 600-3 COMMISSIONED OFFICER DEVELOPMENT AND CAREER MANAGEMENT
- D. MILPER MESSAGE 09-142, FUNCTIONAL DESIGNATION POLICIES AND PROCEDURES

**2. THIS MILPER MESSAGE IS EFFECTIVE UPON RELEASE AND EXPIRES NLT 15 JUNE 2010.**

**3. THIS MESSAGE PROVIDES PROCEDURAL GUIDANCE FOR THE 3<sup>RD</sup> QTR/FY10 VOLUNTARY TRANSFER INCENTIVE PROGRAM (VTIP). THE 3<sup>RD</sup> QTR/FY10 VTIP PANEL CONVENES 24 – 28 MAY 2010. ARMY COMPETITIVE CATEGORY (ACC) OFFICERS MAY SUBMIT THEIR DA FORM 4187 REQUESTING BRANCH OR FUNCTIONAL AREA TRANSFER BEGINNING 17 MARCH – 30 APRIL 2010. THE VOLUNTARY TRANSFER INCENTIVE PROGRAM (VTIP) WAS FORMERLY KNOWN AS THE OFFICER SERVICE MANAGEMENT PILOT PROGRAM (OSMPP). OFFICERS SELECTED FOR A BRANCH OR FUNCTIONAL AREA UNDER THIS PROGRAM WILL INCUR A THREE YEAR ADSO IN THE APPROVED BRANCH OR FUNCTIONAL AREA.**

**4. APPLICATION TIMELINE FOR THE 3<sup>RD</sup> QTR/FY10 VTIP PANEL:**

**A. 17 MARCH 2010 – APPLICATION WINDOW OPENS**

**B. 30 APRIL 2010 – APPLICATION WINDOW CLOSES**

**C. 24 – 28 MAY 2010 – PANEL CONVENES**

**5. ELIGIBILITY. IN ORDER TO PARTICIPATE IN THE VOLUNTARY TRANSFER INCENTIVE PROGRAM OFFICERS MUST MEET THE FOLLOWING CRITERIA:**

**A. MUST BE AN ARMY COMPETITIVE CATEGORY (ACC) OFFICER.**

**B. MUST BE A 1LT PROMOTABLE, CAPTAIN OR CAPTAIN PROMOTABLE AS OF 30 APR 2010. OFFICERS IN THIS CATEGORY ARE ELIGIBLE TO SUBMIT A REQUEST FOR A TRANSFER INTO OR OUT OF A BASIC BRANCH OR FUNCTIONAL AREA (FA).**

**C. MUST BE A MAJOR WITH LESS THAN 14 YEARS OF ACTIVE FEDERAL COMMISSION SERVICE (AFCS) AS OF 30 APR 2010. OFFICERS IN THIS CATEGORY ARE ELIGIBLE TO SUBMIT A REQUEST FOR TRANSFER INTO A FUNCTIONAL AREA ONLY.**

**D. WARRANT OFFICERS ARE NOT ELIGIBLE FOR THIS PROGRAM.**

**E. 2LTS AND 1LTS ARE NOT ELIGIBLE FOR THIS PROGRAM (SEE BRANCH DETAIL EXCEPTION IN PARAGRAPH, 6 (B)).**

F. REGULAR ARMY CAPTAINS WITH A DATE OF RANK OF 1 JANUARY 2006 THROUGH 18 JANUARY 2007 (YEAR GROUP 2003) ARE NOT ELIGIBLE FOR THE 3<sup>RD</sup> QTR/FY10 VTIP PANEL. THESE YG 2003 OFFICERS WILL BE CONSIDERED BY THE FY 2010 FUNCTIONAL DESIGNATION BOARD WHICH CONVENES 6 MAY 2010. REFER TO MILPER MESSAGE 10-065.

G. REGULAR ARMY OFFICERS CURRENTLY CONTROLLED BY THE JUDGE ADVOCATE GENERAL'S CORPS, CHAPLAIN CORPS, AMEDD, OR MEDICAL SERVICE (MS) ARE NOT ELIGIBLE FOR THIS PROGRAM. OFFICERS IN THESE CATEGORIES SHOULD CONTACT THEIR HRC ASSIGNMENT OFFICER FOR SUBMISSION PROCESS.

H. RECALL TO ACTIVE DUTY AND INTERSERVICE TRANSFER OFFICERS ARE ELIGIBLE TO PARTICIPATE IN THIS PROGRAM AFTER SERVING AT LEAST 12 MONTHS ON ACTIVE DUTY IN THE BRANCH/FA THEY WERE DESIGNATED. APPLICANTS MUST HAVE AT LEAST ONE OER ON FILE IN IPERMS. IF THE OER HAS NOT YET BEEN SUBMITTED TO IPERMS, INCLUDE THE OER WITH THE 4187 AND EMAIL TO OPMDRETENTION@CONUS.ARMY.MIL.

I. ARMY RESERVE AND NATIONAL GUARD OFFICERS, INCLUDING AGR, ARE NOT ELIGIBLE FOR THIS PROGRAM.

J. OFFICERS WHO HAVE UNDERGONE OR ARE PENDING AN UNFAVORABLE ACTION ARE NOT ELIGIBLE FOR THIS PROGRAM. UNFAVORABLE ACTIONS INCLUDE BUT ARE NOT LIMITED TO: PENDING OR HAVE BEEN FOUND GUILTY UNDER ANY FORM OF UCMJ ACTION AS A COMMISSIONED OFFICER; RECEIVED A GENERAL OFFICER LETTER OR MEMORANDUM OF REPRIMAND (GOLOR/GOMR); TWO TIME NON-SELECT FOR PROMOTION; FAILS TO MEET ARMY PHYSICAL FITNESS STANDARDS OR ARMY HEIGHT/WEIGHT STANDARDS IAW AR 600-9; AND OFFICERS THAT HAVE RECEIVED A REFERRED OER OR AER.

K. OFFICERS SERVING AN ADSO FOR SPECIAL SELECTION PROGRAMS (e.g. JOCCP, NDIC, NSDP, FBI INTERN and MENU OF INCENTIVES) ARE ELIGIBLE TO PARTICIPATE IF THEIR ADSO EXPIRES ON OR BEFORE 31 DECEMBER 2010. OFFICERS WITH ADSOs EXPIRING AFTER 31 DECEMBER 2010 ARE NOT ELIGIBLE TO PARTICIPATE IN THIS PARTICULAR PANEL.

L. OFFICERS WHO ATTENDED GRADUATE SCHOOL UNDER THE ADVANCED CIVIL SCHOOL PROGRAM (ACS), EXPANDED GRADUATE SCHOOL PROGRAM (EGSP), TRAINING WITH INDUSTRY (TWI), FELLOWSHIPS, OR ANY OTHER CIVILIAN EDUCATION PROGRAMS FOR ADSO ARE ELIGIBLE TO PARTICIPATE. HOWEVER, UTILIZATION TOURS ASSOCIATED WITH THE ABOVE PROGRAMS MUST BE COMPLETED PRIOR TO 31 DECEMBER 2010 FOR OFFICERS TO BE ELIGIBLE TO PARTICIPATE. THE THREE YEAR ADSO FOR APPROVED TRANSFERS WILL BE SERVED CONSECUTIVELY (NON-CONCURRENT) WITH ANY EXISTING ADSO. OFFICERS CURRENTLY IN SCHOOL UNDER ANY OF THE PROGRAMS ABOVE ARE NOT ELIGIBLE TO PARTICIPATE.

6. EXCEPTIONS. THE FOLLOWING THREE CATEGORIES WILL BE CONSIDERED AS EXCEPTIONS TO THIS PROGRAM AND WILL BE CONSIDERED SEPARATELY FROM VTIP.

A. LIEUTENANT COLONELS AND OFFICERS WITH 14 YEARS OR MORE OF AFCS AS OF 30 APR 2010.

B. 1LTS AND CAPTAINS CURRENTLY ENROLLED IN THE BRANCH DETAIL PROGRAM REQUESTING TO REMAIN IN THEIR DETAILED BRANCH. OFFICERS SUBMITTING A REQUEST MUST HAVE A BRANCH DETAIL EXPIRATION DATE PRIOR TO 31 DECEMBER 2010 AND NOT BE CURRENTLY ENROLLED OR HAVE ATTENDED THEIR BASIC BRANCH CAPTAINS CAREER COURSE. OFFICERS REQUESTING TO TRANSFER INTO A BRANCH OTHER THAN THEIR DETAILED BRANCH MUST PARTICIPATE UNDER VTIP ELIGIBILITY CRITERIA.

C. OFFICERS WHO MUST TRANSFER OUT OF THEIR CURRENT BRANCH DUE TO MEDICAL LIMITATION OR MEDICAL BOARD PROCEEDINGS. OFFICER MUST SUBMIT A REQUEST FOR TRANSFER WHICH INCLUDES THE FOLLOWING: PREFERENCES ANNOTATED ON DA FORM 4187, MEDICAL DOCUMENTATION AND/OR MEDICAL BOARD FINAL RESULTS. MEDICAL TRANSFERS ARE CONSIDERED INVOLUNTARY AND WILL NOT INCUR AN ADSO IF APPROVED.

D. OFFICERS IN CATEGORIES 6 A, B AND C MAY SUBMIT AN EXCEPTION TO POLICY TO RETENTION

BRANCH AT OPMDRETENTION@CONUS.ARMY.MIL. OFFICERS MUST SUBMIT A DA FORM 4187 (SIGNED BY THE FIRST LTC IN THEIR CHAIN OF COMMAND), A MEMORANDUM FOR RECORD STATING REASON FOR REQUEST AND ONE LETTER OF RECOMMENDATION FROM LTC OR ABOVE. OFFICER MUST SUBMIT THEIR REQUEST ELECTRONICALLY TO: OPMDRETENTION@CONUS.ARMY.MIL AND ADDRESS DA FORM 4187 TO:

LEADER DEVELOPMENT DIVISION  
ATTN: RETENTION & TRANSITION BRANCH  
200 STOVALL ST  
ALEXANDRIA, VA 22332

E. OFFICERS IN THESE CATEGORIES WITH APPROVED TRANSFERS WILL INCUR A THREE YEAR ADSO (TO BE SERVED CONSECUTIVELY TO EXISTING ADSO; BEGINNING ONE DAY AFTER THE EXISTING ADSO EXPIRES). MEDICAL TRANSFERS WILL NOT INCUR AN ADSO IF APPROVED. ALL SUBMISSIONS ARE EVALUATED ON A CASE BY CASE BASIS AND THE DIRECTOR, OFFICER PERSONNEL MANAGEMENT DIRECTORATE (OPMD), ARMY HUMAN RESOURCES COMMAND IS THE APPROVAL AUTHORITY.

G. OFFICERS IN CATEGORIES 6 A, B AND C ARE UNDER THE SAME TIMELINE AS OFFICERS REQUESTING TO PARTICIPATE IN THE VTIP (SEE PARAGRAPH (4)).

7. APPLICATION PROCEDURES. THE GUIDELINES FOR OFFICERS REQUESTING TO PARTICIPATE IN THE VOLUNTARY TRANSFER INCENTIVE PROGRAM (VTIP) ARE AS FOLLOWS:

A. OFFICERS SHOULD READ DA PAM 600-3 TO ENSURE THEY UNDERSTAND THE CRITERIA AND QUALIFICATIONS FOR THE BRANCH/FA THEY ARE REQUESTING. OFFICERS SHOULD VISIT THE BRANCH/FA WEBSITE TO LEARN MORE ABOUT THE BRANCH/FA OF THEIR INTEREST. <https://www.hrc.army.mil/SITE/ACTIVE/opmd/opmd.htm>

B. OFFICERS ELECTING TO PARTICIPATE IN THE VTIP PANEL MUST ELECTRONICALLY SUBMIT A DA FORM 4187 (TABLE 1-3), MEMORANDUM FOR RECORD STATING REASON FOR REQUEST, TRANSCRIPTS, CERTIFICATIONS, AND ANY OTHER DOCUMENTS NOT IN THE OFFICER'S PERSONNEL MANAGEMENT FILE. OFFICERS REQUESTING A FUNCTIONAL AREA THAT REQUIRES A FOREIGN LANGUAGE MUST ALSO SEND IN DLAT SCORES.

C. OFFICERS MAY ONLY REQUEST ONE BRANCH OR FUNCTIONAL AREA PER PANEL.

D. REQUESTS MUST BE SIGNED BY THE FIRST LTC OR COL IN THE OFFICER'S CHAIN OF COMMAND.

E. LETTERS OF RECOMMENDATION WILL NOT BE CONSIDERED.

F. OFFICERS CANNOT REQUEST TRANSFER INTO AVIATION, SPECIAL FORCES, AMEDD, MS, JAG, OR CHAPLAIN BRANCHES.

G. OFFICERS MAY ONLY COMPETE TWICE PER FISCAL YEAR.

H. REQUESTS SUBMITTED AFTER 30 APR 2010 WILL BE RETURNED WITHOUT ACTION.

I. THE SUBMISSION OF A REQUEST WILL NOT AFFECT AN OFFICER ON ORDERS OR HIS/HER NORMAL PCS ROTATION SCHEDULE.

J. OFFICERS QUALIFYING AND ELECTING TO PARTICIPATE IN THE VOLUNTARY TRANSFER INCENTIVE PROGRAM MUST SUBMIT THEIR REQUEST ELECTRONICALLY TO: OPMDRETENTION@CONUS.ARMY.MIL AND ADDRESS DA FORM 4187 TO:

LEADER DEVELOPMENT DIVISION  
ATTN: RETENTION & TRANSITION BRANCH  
200 STOVALL ST  
ALEXANDRIA, VA 22332

8. APPROVED TRANSFERS. OFFICERS APPROVED FOR TRANSFER WILL:

A. RECEIVE A VTIP APPROVAL OR DISAPPROVAL NOTIFICATION FROM RETENTION & TRANSITION BRANCH OUTLINING THE TRANSFER DATE INTO THEIR NEW BRANCH/FA ALONG WITH THEIR ACKNOWLEDGEMENT OF A THREE YEAR ADSO.

B. BE REQUIRED TO ACCEPT OR DECLINE THEIR TRANSFER BY REPLYING TO OPMDRETENTION@CONUS.ARMY.MIL NLT 14 WORKING DAYS FROM NOTIFICATION.

C. HAVE THE OPTION TO ACCEPT OR DECLINE THEIR TRANSFER. OFFICERS ELECTING TO DECLINE TRANSFER WILL REMAIN IN CURRENT BRANCH/FA AND MUST WAIT ONE YEAR BEFORE SUBMITTING ANOTHER REQUEST. THE BRANCH/FA APPROVED BY THE SELECTION PANEL WILL BE VOID.

D. TRANSFER TO THE SELECTED BRANCH/FUNCTIONAL AREA IS EFFECTIVE UPON THE DATE INDICATED IN THE NOTIFICATION OFFERED TO THE OFFICER. OFFICERS ASSIGNED TO UNITS WITHIN 120 DAYS OF LAD WILL REMAIN WITH THEIR UNIT UNTIL R+120 AND THEN TRANSFER TO THEIR GAINING BRANCH/FA.

E. WILL HAVE AT LEAST 12 MONTHS TIME ON STATION PRIOR TO TRANSFER TO THE APPROVED BRANCH/FA. OFFICERS SERVING A THREE YEAR OCONUS TOUR MUST COMPLETE 30 MONTHS OF TOUR PRIOR TO THE TRANSFER DATE.

F. OFFICERS WITHOUT AN EXISTING ADSO WILL BEGIN THEIR THREE YEAR ADSO UPON REPORTING INTO TRAINING AND/OR A PCS ICW NEW BRANCH/FA. OFFICERS WITH EXISTING ADSOS WILL BEGIN THEIR THREE YEAR ADSO ONE DAY AFTER THE EXISTING ADSO EXPIRES.

G. OFFICERS WHO ARE UNABLE TO COMPLETE THEIR REQUIRED TRAINING FOR THEIR APPROVED BRANCH/FA WILL BE INVOLUNTARILY RETURNED TO THEIR PREVIOUS BRANCH.

9. THE VOLUNTARY TRANSFER INCENTIVE PROGRAM IS A SEPARATE PROGRAM FROM THE ANNUAL 4 AND 7 YEAR FUNCTIONAL DESIGNATION (FD) BOARDS. THE VTIP IS DESIGNED TO SUPPLEMENT THE ANNUAL FD BOARDS.

10. TRANSFER ELIGIBILITY.

A. TABLE 1-1 (TRANSFER OUT ELIGIBILITY). THIS TABLE BREAKS OUT BASIC BRANCH AND FUNCTIONAL AREA ELIGIBILITY BY YEAR GROUP FOR TRANSFER OUT DURING THE 3<sup>RD</sup> QTR VTIP PANEL. "Y" (YES) INDICATES AN OFFICER MAY REQUEST A TRANSFER OUT OF THEIR BRANCH OR FUNCTIONAL AREA. "N" (NO) INDICATES AN OFFICER MAY NOT REQUEST A TRANSFER OUT OF THEIR BRANCH OR FUNCTIONAL AREA.

B. TABLE 1-2 (TRANSFER IN ELIGIBILITY). THIS TABLE BREAKS OUT BASIC BRANCH AND FUNCTIONAL AREA ELIGIBILITY BY YEAR GROUP FOR TRANSFER IN DURING THE 3<sup>RD</sup> QTR VTIP PANEL. "Y" (YES) INDICATES AN OFFICER MAY TRANSFER INTO THAT SPECIFIC BRANCH OR FUNCTIONAL AREA. "N" (NO) INDICATES AN OFFICER MAY NOT REQUEST A TRANSFER INTO THAT SPECIFIC BRANCH OR FUNCTIONAL AREA.

C. COHORT YEAR GROUP 2002 OFFICERS THAT WENT BEFORE THE FY09 FUNCTIONAL DESIGNATION BOARD MAY APPLY TO THIS PANEL AS A ONE-TIME APPEAL. BOARD RESULTS WERE PUBLISHED NOVEMBER 2009. IF THE OFFICER'S APPEAL IS APPROVED, AN ADSO WILL NOT BE INCURRED.

11. ANY QUESTIONS OR CONCERNS ABOUT THE VTIP PROGRAM OR ELIGIBILITY CAN BE ADDRESSED VIA EMAIL AT OPMDRETENTION@CONUS.ARMY.MIL.

TABLE 1-1 (TRANSFER OUT ELIGIBILITY):

[illegible]

TABLE 1-2 (TRANSFER IN ELIGIBILITY):

Ins	1995	1996	1997	1998	1999	2000	2001	2002	2004	2005	2006
24	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
29	N	N	N	N	Y	Y	Y	Y	Y	N	N
30	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
34	N	N	N	Y	Y	Y	Y	Y	Y	N	Y
40	N	Y	Y	Y	N	Y	Y	Y	Y	Y	Y
46	N	Y	Y	Y	Y	Y	Y	Y	Y	N	Y
48	N	Y	Y	Y	Y	Y	Y	Y	Y	N	N
49	N	Y	Y	Y	Y	Y	Y	Y	Y	N	N
50	N	Y	N	Y	Y	Y	Y	Y	Y	N	N
52	N	N	N	Y	Y	Y	Y	Y	Y	N	N
53	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
57	N	Y	Y	Y	Y	Y	Y	Y	Y	N	N
59	N	N	N	Y	Y	Y	Y	Y	Y	N	N
AC	N	N	N	N	N	N	N	Y	Y	N	N
AD	N	N	N	N	N	N	N	Y	N	N	N
AG	N	N	N	N	N	N	N	Y	N	Y	Y
AR	N	N	N	N	N	N	N	Y	N	N	N
AV	N	N	N	N	N	N	N	Y	N	N	Y
CA	N	N	N	N	N	N	N	Y	N	Y	N
CM	N	N	N	N	N	N	N	Y	Y	N	N
EN	N	N	N	N	N	N	N	Y	N	N	N
FA	N	N	N	N	N	N	N	Y	N	N	N
FI	N	N	N	N	N	N	N	Y	N	N	Y
IN	N	N	N	N	N	N	N	Y	N	N	N
LG	N	N	N	N	N	N	N	Y	N	N	N
MI	N	N	N	N	N	N	N	Y	N	N	Y
MP	N	N	N	N	N	N	N	Y	N	Y	N
PO	N	N	N	N	N	N	N	Y	N	Y	Y
SC	N	N	N	N	N	N	N	Y	N	N	Y
SF	N	N	N	N	N	N	N	Y	N	N	N

TABLE 1-3 (4187 Example)

PERSONNEL ACTION		
For use of this form, see AR 600-8-6 and DA PAM 600-8-21; the proponent agency is ODCSPER		
DATA REQUIRED BY THE PRIVACY ACT OF 1974		
<b>AUTHORITY:</b> Title 5, Section 3012; Title 10, USC, E.O. 9397. <b>PRINCIPAL PURPOSE:</b> Used by soldier in accordance with DA PAM 600-8-21 when requesting a personnel action on his/her own behalf (Section III). <b>ROUTINE USES:</b> To initiate the processing of a personnel action being requested by the soldier. <b>DISCLOSURE:</b> Voluntary. Failure to provide social security number may result in a delay or error in processing of the request for personnel action.		
1. THRU (include ZIP Code)	2. TO (include ZIP Code)	3. FROM (include ZIP Code)
Commander 1/17th Inf Bn Pt. Home, AL. 11111	Leader Development Division ATTN: Retention Branch 200 Stovall St	Commander HHC, 1/17th Inf Pt. Home, AL 11111
SECTION I - PERSONAL IDENTIFICATION		
4. NAME (Last, First, MI)	5. GRADE OR RANK/PMOS/AOC	6. SOCIAL SECURITY NUMBER
Mike, Iron	CPT/TN	000-00-0000
SECTION II - DUTY STATUS CHANGE (AR 600-8-6)		
7. The above soldier's duty status is changed from _____ to _____ effective _____ hours, _____		
SECTION III - REQUEST FOR PERSONNEL ACTION		
8. I request the following action: (Check as appropriate)		
<input type="checkbox"/> Service School (Enl only)	<input type="checkbox"/> Special Forces Training/Assignment	<input type="checkbox"/> Identification Card
<input type="checkbox"/> ROTC or Reserve Component Duty	<input type="checkbox"/> On-the-Job Training (Enl only)	<input type="checkbox"/> Identification Tags
<input type="checkbox"/> Volunteering For Overseas Service	<input type="checkbox"/> Reentering in Army Personnel Tests	<input type="checkbox"/> Separate Rations
<input type="checkbox"/> Ranger Training	<input type="checkbox"/> Reassignment Married Army Couples	<input type="checkbox"/> Leave - Excess/Advance/Outside CONUS
<input type="checkbox"/> Reassignment Extreme Family Problems	<input type="checkbox"/> Reclassification	<input type="checkbox"/> Change of Name/SSN/DOB
<input type="checkbox"/> Exchange Reassignment (Enl only)	<input type="checkbox"/> Officer Candidate School	<input checked="" type="checkbox"/> Other (Specify)
<input type="checkbox"/> Airborne Training	<input type="checkbox"/> Asgmt of Pers with Exceptional Family Members	Branch / FD Transfer Pilot Program
9. SIGNATURE OF SOLDIER (When required)		10. DATE (YYYYMMDD)
SECTION IV - REMARKS (Applies to Sections II, III, and V) (Continue on separate sheet)		
1. Requested branch/FD _____ (You can only request "ONE" Branch or FD for consideration) 2. Officer meets Army height and weight standards. 3. Officer is not pending any UMCJ action. 4. Officer is not pending or on separation orders. 5. Supporting documentation is attached as required (Transcripts, certificates, or additional documents not in OPMF).		
SECTION V - CERTIFICATION/APPROVAL/DISAPPROVAL		
11. I certify that the duty status change (Section II) or that the request for personnel action (Section III) contained herein -		
<input checked="" type="checkbox"/> HAS BEEN VERIFIED <input type="checkbox"/> RECOMMEND APPROVAL <input type="checkbox"/> RECOMMEND DISAPPROVAL <input type="checkbox"/> IS APPROVED <input type="checkbox"/> IS DISAPPROVED		
12. COMMANDER/AUTHORIZED REPRESENTATIVE	13. SIGNATURE	14. DATE (YYYYMMDD)
First O-5 in Officer's COC		